



ADVANCED INTERPRETATION WORKSHOP

DEVELOPMENT PROGRAMS

The two-day Hogan Assessment Advanced Interpretation Workshop will provide in-depth instruction on how to create configural interpretations of Hogan data. Participants will increase their ability to evaluate and interpret Hogan profiles across all three Hogan Assessments and learn how the three data sets impact, buffer, and nuance each other. These interpretations are an effective foundation for development planning, executive coaching and working with high potential employees.

Tuesday, March 13: 8am-5pm
Wednesday, March 14: 8am-2pm
Georgia Tech Global Learning Center
84 Fifth St. N.W., Atlanta, GA 30308
\$2,200.00 per participant

**As a prerequisite for the Advanced Interpretation Workshop, participants must have successfully completed the Hogan Certification Workshop. Participants will also receive pre-work to be completed prior to the workshop and be asked to bring a challenging case study or profile with them.

The Hogan Advanced Interpretation Workshop covers these learning objectives:

- Identify important configural interpretations within and between the three Hogan personality inventories
- Gain an in-depth understanding of how the Hogan subscales (HICS) influence the overall scale score
- Review and interpret dyadic and triadic configurations, conflicts and their behavioral implications
- Take a deeper look at Hogan Development Survey interpretation
- Learn how to evaluate the Motives, Values and Preferences Inventory using the “cluster approach” and how it interacts with the Hogan Personality Inventory & Hogan Development Survey
- Identify and discuss a range of common profile and coaching challenges and how they relate to the Hogan inventories
- Critically evaluate case studies using all three assessments and create appropriate development actions
- Explore how scales relate to general job competencies
- Collaborate and discuss interpretation techniques and coaching strategies with other Hogan-user professionals

Please join us for this unique workshop where the participants and facilitators will be experienced users of the Hogan inventories and will bring knowledge on the nuances and challenges associated with profile interpretation and individual development.

“It was a great opportunity to peel back another layer of the Hogan tool, and help explain more complex aspects of personality and behaviors we frequently see in the workplace.”

David Oliver, Ph.D.
Vice President, Talent Sustainability
PepsiCo Americas Foods



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The workshop fee includes all materials, lunches, and snacks. Travel, lodging, and transportation expenses are the responsibility of the participant. Although Hogan Assessment Systems has not contracted with a hotel for accommodations, a list of preferred and recommended hotels near the workshop location are as follows: The preferred hotel is the Georgia Tech Hotel and Conference Center, which is adjacent to the Global Learning Center. Other recommended area hotels are the Georgian Terrace Hotel, Regency Suites Hotel, and the Hotel Indigo. When booking your guest room, remember to ask for the GA Tech rate at these hotels. More information about each hotel is available upon request.

FIVE EASY WAYS TO REGISTER:

- 1. ONLINE** hoganassessments.com/training/workshops.aspx
- 2. CALL** 800.756.0632
- 3. E-MAIL** sales@hoganassessments.com Please include the following: name, company name, mailing address, telephone and fax numbers, credit card # and expiration date, and name of cardholder.
- 4. FAX** Completed registration form to: 904.992.0315
- 5. MAIL** Completed registration form to: Hogan Assessment Systems Development Programs 2622 E. 21st Street Tulsa, OK 74114

Hogan Assessment Systems, Inc. is approved by the American Psychological Association to sponsor continuing education credits for psychologists. Hogan Assessment Systems, Inc. maintains responsibility for this program and its content. Twelve (12) continuing education credits will be awarded for full participation and successful completion of the two-day Hogan Advanced Workshop.

Register as soon as possible for the **Hogan Advanced Workshop** as the workshop has restricted seating to ensure a high-quality learning environment.

This program has been approved for 12 (General) recertification credit hours toward PHR, SPHR, and GPHR recertification through the HR Certification Institute.

Tuesday, March 13, 2012		Wednesday, March 14, 2012	
8:00am - 12:00pm	<ul style="list-style-type: none"> Welcome, Logistics and Introductions of Facilitators & Participants Introduction to Configural Interpretation HPI Interpretation – Using Dyadic & Triadic Configurations to gain interpretive power HIC (Subscale) Review – Examining their importance, score deficits, combinations & interactions with other scales HDS Interpretation – HDS Scale Clusters, HPI/HDS Relationships & Profile Evaluation MVPI Interpretation – Scale Clusters and Organizational Context 	8:00am - 11:30am	<ul style="list-style-type: none"> In-depth Discussion and Interpretation of Assigned Case Studies Conflicts When Leading Others Discuss the Seven Critical Roles of Leadership and Their Relation to the Hogan Scales
12:00pm - 1:00pm	Lunch	11:30am - 12:30pm	Lunch
1:00pm - 5:00pm	<ul style="list-style-type: none"> Syndromes – Review Interpretation of Multiple Scale Combinations Using Case Studies; Discuss On-the-Job Behavioral Implications Syndrome Identification Exercise Hogan Profile Conflicts Within the HPI, HDS, & MVPI Conflicts Between Hogan Inventories: Examining Behavioral Patterns Group Discussion on Inventory Conflicts and Coaching Challenges Assign & Evaluate Case Studies 	12:30pm - 2:00pm	<ul style="list-style-type: none"> Challenging Participant Case Studies: Presentation of Behavioral Issues and Assessment Profiles; Identification of Configurations, Conflicts and Development Actions Introduction to Hogan ThinkBox Final Thoughts and Wrap-up

REGISTRATION FORM (Please print)

March 13 & 14, 2012 • Hogan Advanced Interpretation Workshop

Name _____ Job Title _____

Company Name _____

Address _____ City _____ State _____ Zip _____

Country _____ Telephone (_____) _____ - _____ Fax (_____) _____ - _____

E-mail Address _____

Number of Attendees _____ Fee: \$2,200.00 per participant (Please call for discount information for two or more)

Total Amount \$ _____ Invoice Check Enclosed Visa MasterCard American Express

Credit Card Number _____ Exp. Date _____

Name of Cardholder _____ Signature _____

HOGAN ADVANCED WORKSHOP CANCELLATION POLICY: Hogan Assessment Systems must be notified of a cancellation 10 business days prior to the Hogan Advanced Workshop. If you cancel your registration, 10% of the workshop fee will be charged and the balance may be refunded. If you cancel your registration within 1-9 business days of the workshop, 50% of the workshop fee will be charged and the balance may be refunded.